

How and where do workers learn?

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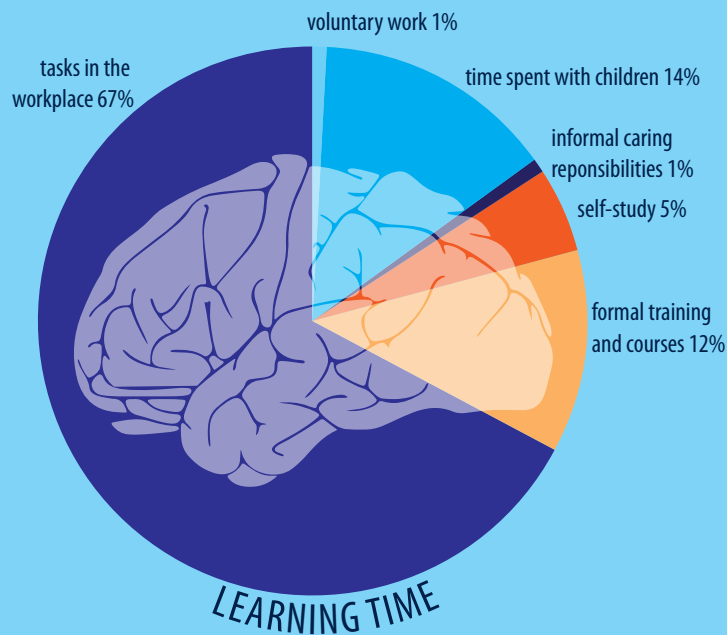
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How and where do workers learn?



Source: ROA Lifelong Learning Survey 2017

ROA Fact Sheet

ROA-F-2017/4E

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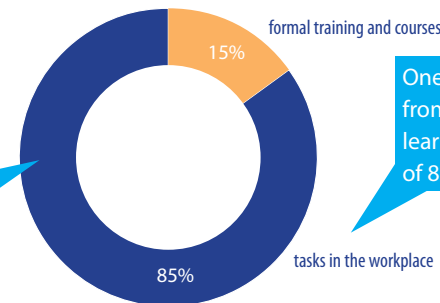
HOW AND WHERE DO WORKERS LEARN?

LEARNING AT WORK



HOW DO YOU LEARN AT WORK?

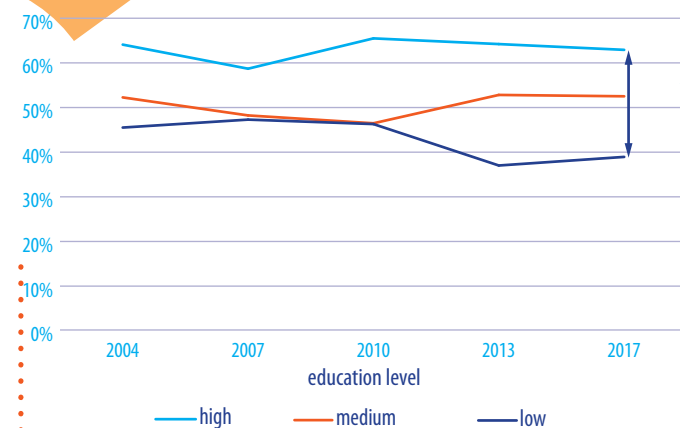
85% of the time spent on learning activities at work involves informal learning



One learns just as much from 8 hours of informal learning as from a course of 8 hours

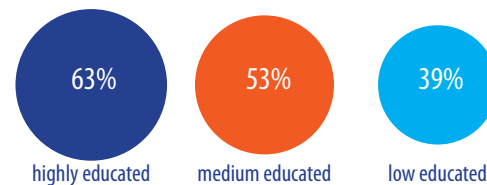


COURSE PARTICIPATION IN THE PAST TWO YEARS



There is a growing disparity in course participation between high- and low-educated workers between 2004 and 2017.

Percentage of workers who participated in a course or training in the past 2 years:

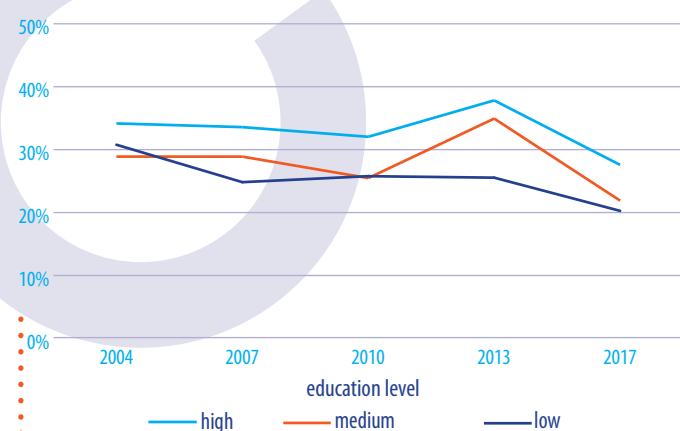


A typical course:

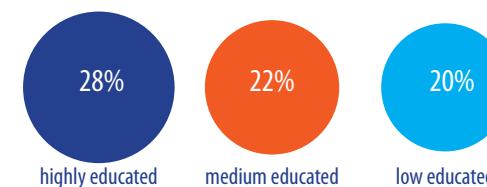
- lasts 3 days of 7 hours
- leads to a diploma/certificate (79%)
- relates to occupation-specific skills (54%)
- is mandatory (41%)
- is undertaken to achieve career goals (36%)



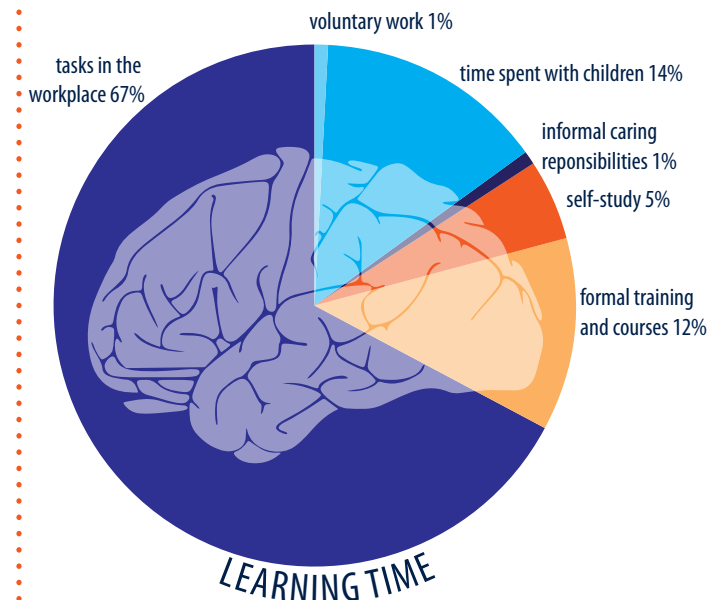
PERCENTAGE OF WORK TIME IN WHICH ONE LEARNS FROM TASKS



Percentage of work time in which one performs tasks from which one learns (=informal learning at work):



The amount of informal learning at work has decreased between 2004 and 2017.



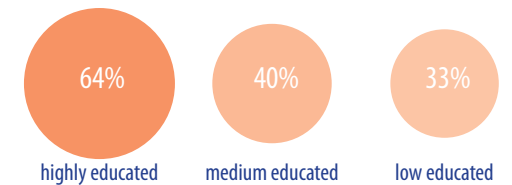
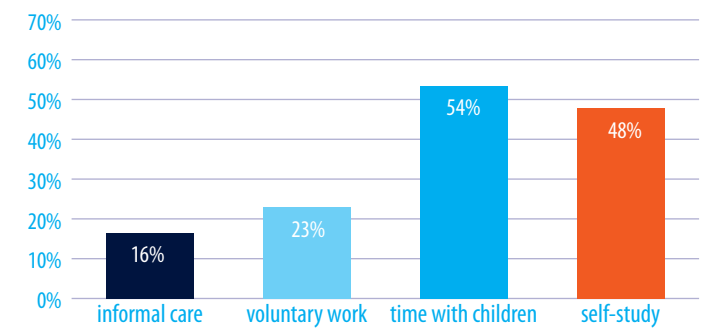
Source: ROA Lifelong Learning Survey 2017

LEARNING OUTSIDE OF WORK

WORKERS ALSO LEARN BY UNDERTAKING ACTIVITIES OUTSIDE OF WORK, FOR EXAMPLE VIA VOLUNTARY WORK OR THROUGH SELF-STUDY



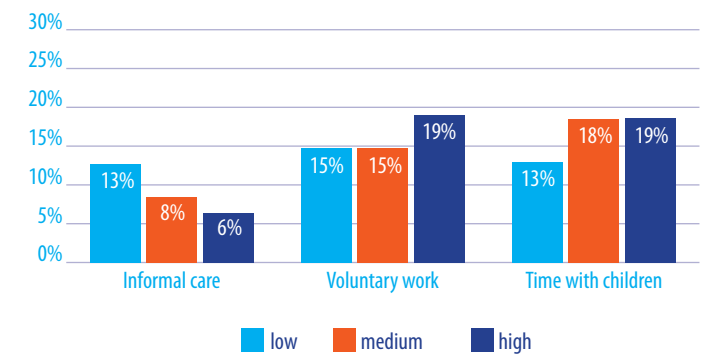
PARTICIPATION IN ACTIVITIES OUTSIDE OF WORK



- 48% of workers engage in self-study
- They spend on average 3 hours per month on self-study
- Highly educated workers are more likely to engage in self-study (64%) than are low educated workers (33%)



PERCENTAGE OF TIME IN WHICH ONE LEARNS FROM ACTIVITIES OUTSIDE OF WORK



- Highly educated workers learn more from the time they spend with children and from doing community service than workers with a low level of education
- Workers with a low level of education learn more from providing informal care than do highly educated workers

About the data:

1. ROA monitors the formal and informal side of learning by the ROA Lifelong Learning Survey (ROA LLL).
2. The survey; which is based on a representative sample of the Dutch labour force; has been carried out in the years 2004, 2007, 2010, 2013 and 2017.
3. The data in this fact sheet relate to individuals who report doing paid work.
4. Time spent learning in the workplace and outside work is self-reported. For learning in the workplace we ask “what is the percentage of the working time you spend on tasks from which you can learn?” and relate the answers to the number of hours worked. For each reported activity outside work (e.g., voluntary work) we ask for the number of hours spent on that activity and “what is the percentage of that time you spend on tasks from which you can learn?”
5. This version of the fact sheet is a revised version of the fact sheet that was published in July 2017.
6. For more information on the project download [ROA Lifelong Learning Project](#).

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